

Community Management Board Meeting Minutes
For the meeting of 25 May 2001

Agenda

1. Foundation/Leadership Competencies Briefing
2. Community POA&Ms

Meeting Minutes

1. Meeting opened with the Vice-Commander of NAVFAC discussing the vision for leadership competencies.
Senior level managers, both military and civilian, now need leadership training earlier in their careers to prepare themselves for increased responsibilities.
It is essential that our junior personnel know that they are empowered and that we want to develop leaders.
2. The Associate Director, Community Management brief the Professional/Leadership competencies.
Items discussed during the briefing included:
 - Should these be skill sets for everyone? How should they be distributed?
 - These competencies put the emphasis on the employee as to what is expected of them – It is essential that employees realize that we are committed to CM.
 - We need to send a clear message as to how these competencies are undertaken and the levels are intertwined.General discussion included the timing for the leadership competencies for each workforce level. Some members felt the competencies needed to be obtained at a lower level to better prepare employees for increased responsibility and higher grades. The Board agreed in concept that the competencies were correct but the association with each level varied. The Board then agreed that each CM propose an alignment of the leadership competencies by skill level with the CM Directorate for final approval by the Vice. Overall, there was consensus approval of the Professional/Leadership Competencies.
3. The Director, Community Management briefed the POA&M for completion of all Community Management Plans.
 - Each community plan POA&M was discussed by the Board. The general comments from the Vice Commander included a concern to have the HSG, PW, Program Analyst and HR plans revise their POA&Ms to ensure CM plans are finalized this FY.
 - CM Plans will all be put on the CM website. Revised POA&Ms are due to the CM Directorate by 13 June 2001.

There was consensus around the table on the approval of the Professional/Leadership Competencies.

4. Director, Engineering Resources listed future agenda items:
BDD proposal to create a BDD Community.

ENV CM plan approval.

Actions:

CM Advocates to continue developing CM plans.

The Vice adjourned the meeting at 1240.

Associate Director, CM